

UCR - AFT LOCAL 1966 AFL - CIO
University Council - American Federation of Teachers

June 16, 1983

Dear UCR Faculty Member:

Did you know that the University of California is planning to abrogate tenure "on or before June 30, 1983"? A document is being circulated by the systemwide administration entitled "Proposed policy on programmatic displacement of faculty". In this document, it is proposed that, if your program is dismantled, you do not retain the right to a tenured position, either on your campus, or in the UC system. True, an effort will be made to find you a job, and you will be given three years notice in order to look elsewhere. But the University will not guarantee a job. Tenure will not protect you against termination.

On a campus such as this one, threatened with severe budget constraints and a weak position among the UC campuses, the implications are serious indeed. Already actions are being taken against several programs: Black Studies, Chicano Studies, Religious Studies, Economics. The possibility of closing programs is real. The University is laying the legal ground work to move smoothly ahead and lay off tenured faculty. It is impossible to close our eyes to this reality any longer. **TENURE WILL NOT NECESSARILY SAVE YOUR JOB.**

The University is under a legal obligation to notify employee organizations such as AFT when it formulates a unilateral policy change of this type. Our AFT local has arranged to "meet and consult" with the administration to try to prevent the implementation of this policy. However, without a collective bargaining agreement, there is little we can do to stop this proposal from becoming policy.

This situation once again points to the drastic need for a strong faculty union on this campus. If we came to the university in unity to oppose this kind of policy, they would be hard-pressed to put it into operation. If we had a strong union, we could negotiate a contract so that no new "provisions" could suddenly be put into place against our collective will by the administration. They could not just inform us of their plans to lay us off.

It is necessary to realize that this new ruling is part of a larger plan. The University is being restructured in a particular direction, a direction which will mean the end of our jobs as professors for many of us. If you read between the lines of the UCR campus plan, you will find that the Humanities and Social Sciences, the core of a liberal arts education, are going to be diminished at the expense of developing vocational and high-tech programs. Resources will be taken from liberal arts and put into pre-engineering, computer sciences, as well as the pre-med program, a school of business-administration, and an enhancement of agricultural research.

The attack on the economics department is consistent with the new emphases. The UCR administration is eager to replace an academic program with a program in "resource economics", apparently making economics an adjunct of agricultural and the new business school. The current economics department does not fit well with the campus plan, so it is threatened with termination of its graduate program. Of course it is but one short step from closing a program to the laying off of tenured faculty. And as we saw at the beginning of this newsletter, the procedures to do this smoothly are rapidly being put in place.

Is your department going to face a similar attack somewhere down the road? Is your job in jeopardy? Can you afford to ignore these developments? We believe that a long road of deterioration lies ahead for UCR's faculty unless we build a stronger union and act collectively to bring a halt to these developments.

UCR-AFT Local 1966

If you have any questions about the union, contact Edna Bonacich at x 4373

JOIN US TODAY!

UNIVERSITY COUNCIL-American Federation of Teachers
The Union for Faculty, Academic and Professional Employees

MEMBERSHIP APPLICATION

I wish to join the University Council-AFT, and authorize it to represent me in my employment relationship with the University of California in order to promote my economic and general welfare.

NAME(Please print) _____

CAMPUS _____ DEPT. _____

TITLE _____

MAILING ADDRESS _____

CITY _____ ZIP _____

CAMPUS PHONE _____ HOME PHONE _____

SIGNATURE _____ DATE _____

You can either have your dues deducted automatically from your paycheck on a monthly basis or we will send a bill to your home address each quarter and you mail in your dues. Check which you prefer.

☐ a monthly payroll deduction. (we will send you a UC payroll form to sign

☐ a quarterly bill (provide your home address)

UC-AFT monthly dues are 3/4 of 1 percent on monthly gross salary:

a minimum of \$4 per month.

P.S. Union dues are tax deductible.

Please return this form to:

UNIVERSITY COUNCIL-AFT
122 Cypress
Santa Ana, CA 92701
(714) 542-0101